

The Pacific Connection

Vol. 34, Nr. 1

US Army Corps of Engineers, Honolulu Engineer District

January/February 2000

Optimism message of Town Hall meeting

In one of two Achievement Medals for Civilian Service

awarded at the Feb. 10

Town Hall meeting,

management analyst

Amy E. Kitano, RM-M,

receives her certificate

from HED Commander

Lt. Col. Wally Z. Walters.

The other award was

presented to Laurie A.

Minami, also a man-

agement analyst with

Resource Management.

Photo by Alexander Kufel



Story and photo by Alexander Kufel

The news is good. We're all pretty busy. The outlook for the future is good. These were the messages of HED Commander Lt. Col. Wally Z. Walters to 167 employees at the District Town Hall meeting held Thur., Feb. 10 at Fort Shafter's Richardson Theater.

POD Commander Brig. Gen. Randal R. Castro appeared briefly at the start of the meeting and said that in recent months he has had a chance to visit HED work sites and is very impressed with the work being done. It is commendable that all of HED is involved in improving the quality of life for the military. The work performed by the HED team is "hugely admirable," he said.

Status reports on the state of the District indicate that the organization is pretty much on track with the Fiscal Year 2000 budget having been revised to \$34.062 million from the \$34.043 million projected nearly a year ago. Perhaps the

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Moving day something of a moving target

Story by Alexander Kufel

The final physical step in the separation of Pacific Ocean Division and Honolulu Engineer District is fast approaching. Renovations to building 525 at Fort Shafter for Division headquarters offices on the third floor and Information Management facilities on the second floor are nearly complete. Renovation work to building 230 is ready to begin as soon as Division offices relocate. HED Deputy-commander Maj. David R. Goddard said that moving day will be history before the fiscal year is over.

"Moving is a little more complex than just piling things into trucks and carting them away," said Goddard. "We are working hard to ensure that the timing is just right

to mitigate the effect of the move on District operations. Work is also being done to ensure that the new work spaces are the best the District can provide," he said.

The main portion of construction work related to the move is taking place in building 525, although before moving is completed, offices in buildings T-1, T-114, T-128 and 230 will also be affected. Building 230 will receive renovations in addition to what was done nearly three years ago for the initial separation of Division and District (*The Pacific Connection*, February 1998) and will accommodate a new computer server room and relocated offices from other buildings. Office of Counsel will move out of 230 and into T-1 while work is done on their offices and then move back in when it is completed. Building T-1, a pre-World

War II two-story wooden structure notorious for its termites is scheduled for demolition toward the end of the fiscal year, possibly as soon as late-August. Goddard said that in addition to multiple moves and time restraints, another of the complications has been that only a portion of building 525 is to be occupied by the Corps of Engineers with the balance remaining in use by existing tenants. The immediate effect of this is that the construction work has had to be structured around minimizing impact on those organizations remaining on the first and second floors.

Renovations to building 525 have been planned for some time and, in fact, some of the work has already been done, said Goddard. An elevator that meets Federal

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Communications: *I feel that if a person has problems communicating the very least he can do is to shut up.*
—Tom Lehrer, American humorist and songwriter, 1928 -

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best news to employees came in the form of statistics that current District staffing levels were at 347 civilians and three military whereas the target level called for 381 civilians.

"Help is on the way," said Walters. The District is not constrained by lack of funds to staff vacant positions as it was in recent years, so recruitment is already taking place, he said.

As the District moves into implementation of PMBP (Project Management Business Process) and defines the concepts of empowerment and teamwork for itself, certain efficiencies will develop and changing circumstances in our world also will have an impact, said Walters.

Privatization and a fiscally tight Army are changing the way the District does things.

"We have to adjust in the same way larger U.S. organiza-

tions have done," he said. In the corporate world, survival clearly lies with those who "get" the messages of change. Ahead lie faster, "flatter" processes with strict hierarchies giving way to self-directed teams; tailored projects and processes; and reductions in costs and overhead. Although our customers appear satisfied with our current job execution, we can do better, he said.

Walters said that the agenda for the immediate future was largely taken up with the final separation of Division and District and the elimination of remaining "dual hat" positions and with facilities improvements that are tied in with the impending physical movement of offices (See accompanying story). Related to that is the "revitalization" of emergency preparedness.

"We want to change the way the District responds to emergencies," he said.

Rather than stop the work of the District to attend to emergencies, the trend is to route the response to Division which can draw from a much larger pool of resources. Walters also made the point that civilians and military alike are all part of the Army.

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handicapped-access codes was installed in Fiscal Year 1998 to service the parking area, first, second, and third floors.

Engineer Gordon Kuioka, Project Manager, PP-C, said that currently, construction work on the portion of the second floor that will be occupied by Information Management has just been completed and has already been accepted. Furniture installation is expected to begin at the end of February and communications wiring

should be done by the end of March. Construction on the third floor is more extensive and is expected to be completed by mid-May, with furniture installation following shortly thereafter.

Goddard said that renovation work is also scheduled for building 230, currently headquarters for both Division and District, and that a certain amount of "musical chairs" has to take place before everyone is in their final position. Unlike that game, however, those places are already known and are the result of intense planning over the past year, if not longer.

"In some instances we're being forced to move to eliminate old buildings and reduce under-utilized spaces," said Goddard. "However, we have the opportunity to improve the quality of life for the workforce and to produce efficiencies by locating



The top floor of building 525 is shaping up to house POD offices. Renovation is complete and wiring is currently being installed for Information Management facilities on a portion of the floor directly below it. From this view the basement of the three story building is visible, making it appear to have four stories. PA photo

certain offices near each other. We've found out that, ultimately, there is only one workable floor plan and that's the one we're ending up with," said Goddard. While the overall square-footage will be lower than previously, operational "footage" will increase due to design improvements.

Kuioka said that when all is said and done, although things are undoubtedly complex, these moves will be much "cleaner" than previous ones because it's largely a matter of timing since the spaces are already allocated. Relocating to different facilities can be very uncomfortable for some people, he said. "The relocated folks should allow a couple of months to adapt to their new spaces. Then, they'll see that all the planning was worthwhile and they are doing better than before."